

THE **campus backbone**

CPSU - University Of Wollongong



THE **GENERAL STAFF UNION**

Members Bargaining Report

17 March 2010

Bargaining around half-way done.

Your CPSU Bargaining Team met with the University on Wednesday 17th March 2010.

The CPSU and the University were meant to discuss Employment Matters, including Job Security, Casual & Fixed Term Conversion, Casual Loadings and related topics. These matters have been delayed until the next EB meeting and discussions were had around clauses still outstanding from earlier meetings.

Dispute Resolution

The University is still seeking advice & considering appropriate wording for this clause. The CPSU and the University are in agreement on the principles & procedures of the Dispute Resolution clause but as always, the detail is yet to be examined.

We want this clause to include;

- ✓ A staged process internal to the University in an attempt to resolve disputes locally, followed by,
- ✓ A staged process in Fair Work Australia which will include conciliation/mediation, followed by, if necessary,
- ✓ A form of Arbitration where FWA can make binding decisions.

Probation

The University has agreed with the CPSU claim to waive any probation period for fixed term staff (for second and subsequent contracts) and for staff applying for positions at the same classification. The CPSU is still seeking alternative strategies for improved job security for staff who successfully apply for promotional positions.

Accelerated Progression

This will now form part of the Enterprise Agreement. General Staff and supervisors can refer to this provision for high performing staff.

Promotion and Reclassification

The CPSU is seeking to ensure all principles of Reclassification are protected by being contained in the Enterprise Agreement. The University is considering our claim and will respond in future bargaining meetings.

Visit www.thegeneralstaffunion.org.au and go to UOW.

What's Next?

The CPSU will be discussing at the next **Bargaining Session**, week of 12th April

- Types of Employment
- Union Rights
- Reclassification
- Dispute Resolution

All members are encouraged to provide feedback & comments on the progress of negotiations.

This informs your Bargaining Team on how we're going & to make sure we are doing what members want.

Branch Executive President
Brian Webb
Ph: 4226 9152

Vice President
Ian Laird
Ph: 4221 3021

Assistant Secretary
Dale Dumpleton
Ph: 4221 3190

A/Industrial Officer
Blake Stephens
Ph: (02) 9220 0916

UOW General Staff Bargaining Progress

What has been agreed?	Does it meet our claim?	What is being discussed?	Update
PART ONE			
Title & Arrangement	✓	Disputes Resolution Procedure	UOW to respond with new wording to CPSU draft
Operation of the Agreement (3 years)	✓	Staff Consultation and Representation	Union Rights Clause to be re-tabled
Removal of AWA's	✓	Staff Consultative Committee	Mostly Agreed – on hold until later
Anti Discrimination and Grievances	✓		
PART TWO			
Salary Structure	✓	Salary Increase	To be discussed last
Classification Criteria	✓	Incremental Progression	Accelerated Progression wording to be drafted by CPSU
Annual Leave Loading	✓	Promotion and Reclassification	CPSU to submit detailed list of claims to include
Payment of Salaries	✓	Superannuation	Not Yet Discussed
Salary Packaging (placement of clause in EA may change)	✓		

The CPSU Bargaining Team negotiates with the University of Wollongong, based on the feedback we got from CPSU members in our Focus Groups & the resulting Log of Claims endorsed by members.

Both sides negotiating make agreements on each clause on an “In Principle” and “Without Prejudice” basis. The “In Principle” Agreements made by your CPSU Bargaining Team are subject to your approval. The University representatives make “In Principle” Agreements, subject to approval by the Vice Chancellor.

Please review our progress and provide feedback & comments to your local delegate. We will be holding CPSU Member Meetings as negotiations progress to update Members and ask for support, comments, discussion and feedback. These provide us with the tools we need to make sure CPSU Members achieve the best outcome possible for General Staff.